

## **Direct Care Workers Retention Bonus Payments RFA: Response to Additional Questions**

**Background:** Questions from potential applicants received by the specified submission deadline are written in bold text and the District's responses are provided in red. This is drafted regarding [this RFA](#).

**Note:** These are additions to DHCF's [first response](#) to questions on this RFA published on 10/25. These questions are being published on 10/27 to answer certain questions that were accidentally omitted from the first response that DHCF published.

**1. To be eligible for bonuses, workers must have 12 months of continuous employment.**

**a. How are you defining continuous employment?**

If the direct care worker was still considered a salaried employee of the agency, whether full or part-time, they will meet the District definition of employment. The 12 continuous months of employment may occur at any point during the performance period.

**b. Will employers be able to provide bonus payments to workers who formally took leave under the Family and Medical Leave Act program?**

Yes.

**c. Do employers have discretion to make bonus payments to workers who have other excused absences (i.e. took a leave of absence because they had no child care during the pandemic but now have returned to work; took a leave of absence because they got sick with COVID but did not take FMLA, etc.).**

Yes, so long as they remained continuously employed by the agency.

**2. Certified nursing assistants (CNAs) work in HCBS settings including adult day health, assisted living and home health (pursuant to waivers). Yet, CNAs are not listed as eligible workers in the RFA. Please clarify whether CNAs are eligible to receive bonus payments and if not, please explain your rationale for excluding them?**

This program is intended to focus on direct care workers paid at or near the minimum/living wage. A list of eligible direct care workers is listed in Section III of the Retention Bonus RFA; this excludes employees with the CNA or other advanced credentials, who are mostly paid on a higher scale, not based on the minimum/living wage.

**3. Is DHCF planning any education or outreach to the Direct Care Workforce to let them know about eligibility for the program or are you depending on employers to explain the eligibility requirements to them?**

We will rely on employers to notify workers whether or not they are receiving a bonus and to distribute the bonus. The District may publish a corresponding letter or transmittal that will assist with messaging.

**4. DHCF will "pay back" bonus payments made during the performance period for workers who are no longer employed by the agency. Is there a per-capita cap on the amount that will be reimbursed, or will employers be able to receive reimbursement for all of their bonus expenditures during the performance period?**

The per-capita caps are \$1500 per qualified, full-time direct care worker, per 12-month period they were retained and \$750 per part-time worker as defined in Section III in the RFA. In addition, DHCF will add a standard calculated employer portion of payroll taxes to each grant award.

- 5. Workers who are still employed with the agency must have 12 months of continuous employment to qualify for each bonus payment. Will this same requirement apply to employers who are seeking reimbursement for bonus payments made during the performance period to workers who are no longer employed. That is, to be eligible to be reimbursed for the bonus payment, must the employer show that the worker met the 12 months of continuous employment requirement for each payment that is reimbursed?**

Yes. The 12-month continuous employment requirement will still apply to eligible workers who are no longer with the HCBS provider, and the applicant must attest to the eligible direct care workers' compliance with the 12-month continuous employment requirement.